ORGANIZATIONAL LEADERSHIP (OLDR)

OLDR-6000: Leadership & Excellence (3 hours)
Overview of leadership theories and leadership concepts; systems and organizational perspectives, organizational performance and effectiveness, learning organization concepts and strategies.

OLDR-6001: Strategic Leadership & Planning (3 hours)
This course is designed to prepare students with diverse perspectives, frameworks, skills and tools for executing effective strategy within mission-driven organizations. Topics include effective mission-driven organizations, role of strategic leadership, tools for developing and assessing strategic engagement, stakeholder concerns and opportunities for leading change initiatives and strategic planning.

OLDR-6002: Ethical & Social Leadership (3 hours)
Examine and explore ethical dilemmas of leadership, the context and foundations of moral choice, moral implications of decisions and ramifications of leader choices. Ethical challenges and decision-making criteria, stewardship and social responsibility in an age of increased organizational accountability and transparency.

OLDR-6004: Leadership Capstone (3 hours)
This course serves as a culminating experience in which students are expected to apply knowledge and insights gained from their graduate course experience. The course is designed to provide a final experience in which students demonstrate mastery of content and allow an opportunity for closure and connection between courses. The purpose of this capstone course is to facilitate the integration and synthesis of content through critical thinking; it is also a turning point for the student from education to professional practice.

OLDR-6800: The Leader as Trainer, Mentor and Coach (3 hours)
This course is designed to provide students with an overview of the methods used by leaders to approach training, coaching and developing their organizational workforces. Faced with the constant of change and ever-increasing global competition and pressures, organizations must find ways to develop the individuals, teams and leaders in their organizations if they are to remain relevant and competitive in today's marketplace. Students explore various means that can be used for development, including various forms of training, mentoring and coaching. Ethical issues as they relate to development and coaching are also examined. Cross listed: MBAL-6005.

OLDR-6810: Leader Development: Cultivating, Sustaining and Renewing the Organization (3 hours)
This course is designed to provide an opportunity for exploration and critical examination of self in the context of leadership development and proficiency. The organizational leader is viewed as the lead learner whose responsibility is to cultivate, shape, and sustain the development of the organization and personnel. Emphasis is placed on the practice of self-reflective leadership grounded in established theory and principles. Students are encouraged to self-assess and articulate their own generative capacities, professional renewal initiatives, and leadership legacy. Purpose, intention, and actionable plans for leadership growth and development are encouraged. Cross listed: MBAL-6010.

OLDR-6820: Leadership: Politics, Power and Applied Ethics (3 hours)
In this course students will examine the ethical dilemmas of leadership, the foundations and context of moral choice and the moral implications of decision making. The purpose is to make visible the ethical challenges and decision criteria leaders face, the role of politics and power in organizations, and the leader's ability to promote and infuse organizational ethics and integrity into the culture.

OLDR-6830: Leadership Communication and Decision-Making (3 hours)
This course is designed to provide students with an overview of the key elements of communication and decision-making in 21st-century organizations. Current, relevant and timely resources are explored to provide students with opportunities to analyze elements and functions of communication and decision-making. Significant emphasis will be on effective communication skill sets and competencies utilized in organizational communication and decision-making in the current global milieu, working in both real-world and virtual environments. Cross listed: MBAL-6015.

OLDR-6840: Agents of Change (3 hours)
In this course students will examine the various roles and processes in organizational intervention as they relate to identifying, implementing and sustaining change. Organizational culture, climate, communication practices, mental models and change theories will be explored. Cross listed: MBAL-6020.

OLDR-6850: Leading the Knowledge Enterprise (3 hours)
Leading the Knowledge Enterprise is a course that introduces students to the exciting and sometimes hard to define field of knowledge management. The role of the leader is emphasized, especially as it relates to identifying and leveraging the intellectual capital of an organization; promoting and facilitating knowledge sharing and innovation; intellectual assets, knowledge management strategy, knowledge management cycle and knowledge taxonomies. Cross-Listed: LDR-7020.

OLDR-6950: Independent Study in Organizational Leadership (1-6 hours)

OLDR-7010: Follower - Leader Relationship (3 hours)
Students explore the often understudied aspect of leadership – the role of the follower and the dynamics that drive the follower-leader relationship. Students examine the various theories and models of followership, the follower-leader mindsets, and shared leadership practices which promote organizational wellness. Doctoral level course.

OLDR-7020: Change Innovation and Transformative Leadership (3 hours)
Students examine the various roles and processes in organizational change, innovation, and transformation efforts in the context of globally responsible leadership. Organizational culture, climate, communication practices, mental models that acknowledge the need for socially and globally responsible leadership are explored. The necessity for moral integrity in the face of increasing ethical pluralism is also examined. Doctoral level course.

OLDR-7030: Applied Ethics and Organizational Leadership (3 hours)
Students are offered an opportunity to explore and examine critical ethical issues in organizational leadership such as power, politics, influence, and ethical responsibility. Students will examine their personal and professional ethical positions and the impact of their moral compass in decision making. Doctoral level course.

OLDR-7040: Inclusive Leadership (3 hours)
Differences in gender, race, and ethnicity, have a significant impact on leadership style and practice in both overt and covert ways in all aspects of life, including within the workplace. This course provides students with an analytic framework for understanding the role that inclusions play in defining and determining access to leadership and power in organizations. Doctoral level course.

OLDR-7050: Advanced Seminar in Leadership and Strategy (3 hours)
This course is designed to advance students' understanding, perspectives, frameworks, and mindsets for integrating leadership and strategy within their organizations. Students explore and examine various organizational issues impacting strategy, strategic decision making and innovative opportunities for leading and planning change initiatives. Doctoral level course.

OLDR-7500: Scholarly Writing (3 hours)
This doctoral course introduces organizational leadership students to the expectations of scholarly writing, which adheres to specific standards. The course focuses on understanding and using scholarly voice; developing scholarly writing style [evidenced, objective, and critical], and effectively using APA.